

RESOLUTION 22-2004

A RESOLUTION SETTING SALARIES FOR FISCAL YEAR 2004-2005

WHEREAS, the 2001 Montana State Legislature passed HB 345 which amended 7-4-2503 MCA the procedure for compensation of the county elected officials.

WHEREAS, 7-4-2503 MCA creates a county compensation board charged with preparing a compensation schedule for the elected officials and the Board of Commissioners appointed a County Compensation Board in May 2001.

WHEREAS, the County Compensation Board met on June 28, 2004, and recommended the Clerk and Recorder's Salary be set at \$34,356 for fiscal year 2004-2005.

WHEREAS, the Board of County Commissioners may annually increase the salaries of all other County employees.

THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS, that the salary for fiscal year 2004-2005 is \$34,356 for the following elected officials: County Treasurer, County Clerk and Recorder, Clerk of District Court and the Justice of the Peace.

AND THAT, in accordance to Section 7-4-2107 MCA, each member of the Board of County Commissioners shall receive an annual salary equal to the annual salary established by 7-4-2503 for the Clerk and Recorder plus \$2000 for Fiscal Year 2004-2005.

AND THAT, in accordance to Section 7-4-2503(2)(b) MCA, the County Sheriff shall receive an annual salary equal to the annual salary established by 7-4-2503 for the Clerk and Recorder plus \$2000 for Fiscal Year 2004-2005.

AND THAT, in accordance with 7-4-2503(2)(c) MCA the County Sheriff shall receive a 1% longevity payment of the salary set above for the Sheriff for each year of service.

AND THAT, in accordance with 7-4-2503(4)(b) MCA the County Attorney shall receive an annual salary of \$37,409 for Madison County's portion of the County Attorney's salary.

AND THAT, the offices of the Madison County Treasurer/Superintendent of Schools and the Sheriff/Coroner have been consolidated, according to 7-4-2312 MCA and the Board of Commissioners adopted Resolution 15-2002 fixing the salary of the officers of consolidated offices at 5% higher than the highest salary provided by law to be paid to these officers with the term beginning January 1, 2003.

AND THAT, deputies, administrative assistants, clerks, and department heads will receive salaries according to Attachment "A" for Fiscal Year 2004-2005 based on the Madison County Personnel Policy.

AND THAT, the county weed control personnel, road personnel, solid waste personnel, library personnel, sanitarian, planner, grant writer, homeland security, fair board personnel, courthouse maintenance, public health personnel, nursing homes personnel and all other county employees will receive salaries in accordance to their own salary schedules as approved by the Board of County Commissioners in Attachment "A".

AND THAT, Attachment "B" is the Nursing Homes salary schedule for fiscal year 2004-2005.

PASSED AND APPROVED by the Madison County Board of Commissioners on this ____ day of July, 2004.

C. Ted Coffman, Chairman

David Schulz

Frank G. Nelson
Board of Commissioners
Madison County

Attachment "A"
Salary Schedule Fiscal Year 2004-05

In Accord with State Law and the Madison County Personnel Policy Manual:

Elected Officials, Deputies, Administrative Assistants, Clerks:

Commissioners	\$36,356 per year
Sheriff	\$36,356 plus longevity
County Attorney	\$37,409
Other Elected Officials	\$34,356
Resolution 15-2002 establishing the salary for the combined offices of Treasurer/Superintendent of Schools and the office of Sheriff/Coroner	
Deputy/Administrative Assistants/Detention Officers/Public Health Administrator	\$14.87 per hour
Clerk 80%	\$10.70 Start
85%	\$11.37 After 1040 hours
90%	\$12.04 After next 1040 hours
95%	\$12.71 After next 2080 hours
100%	\$13.38 After next 2080 hours

Personnel for Road Department – Solid Waste Drivers – Junk Vehicle Drivers

80% of Crew Member	\$12.26	Start
85% of Crew Member	\$13.02	After 1040 hours
90% of Crew Member	\$13.79	After next 1040 hours
95% of Crew Member	\$14.55	After next 2080 hours
100% -Crew Member	\$15.32	After next 2080 hours
Assistant Road Foreman	\$15.45	
Road Foreman	\$15.63	

Solid Waste Container Site and Landfill Operators

80% of Crew Member	\$ 9.80	Start
85% of Crew Member	\$10.41	After 1040 hours
90% of Crew Member	\$11.03	After next 1040 hours
95% of Crew Member	\$11.64	After next 2080 hours
100% of Crew Member	\$12.25	After next 2080 hours

Sheriff's Department: In accord with Montana State Statutes longevity is added to the following schedule for officers

Deputies	85% of Sheriff	\$30,904	Starting
	86% of Sheriff	\$31,268	At 6 th year anniversary
	87% of Sheriff	\$31,631	At 7 th year anniversary
	88% of Sheriff	\$31,995	At 8 th year anniversary
Sergeant	89% of Sheriff	\$32,359	Appointed by Sheriff
Chief Deputy	90% of Sheriff	\$32,722	Appointed by Sheriff
Undersheriff	95% of Sheriff	\$34,540	Appointed by Sheriff
Dispatchers	According to clerk salary schedule in Madison County Personnel Policy.		

Courthouse Maintenance/Janitor with Boilers License

Without Boilers License deduct \$.50 per hour		
80%	\$11.57	Start
85%	\$12.29	After 1040 hours
90%	\$13.01	After next 1040 hours
95%	\$13.74	After next 2080 hours
100%	\$14.46	After next 2080 hours

Weed Board Personnel

Weed Coordinator	\$15.63	BLM Truck Foreman	\$10.25
Program Assistant	\$10.50	BLM Spray Crew	\$ 8.00
Compliance Tech	\$10.00 plus mileage	Truck Foreman	\$ 9.00
Grants/Mapping Coordinator	\$10.00 plus mileage	Spray Crew	\$ 8.00
Clerk	On Courthouse clerk schedule		

Hourly wage for Foremen, Crews and Program Assistant will increase by \$.25 after 2 years and \$.10 each additional year

Other Departments: Salaries for new employees of these positions are established by the Board of Commissioners.

Public Health Nurse	\$18.39
Sanitarian	\$16.81
Planner	\$15.63
County Librarian	\$14.87
Fair Board Manager	\$800.00 per month
Grant Writer	\$15.63
Homeland Security Officer	\$15.63
Disaster Emergency Services	\$16.52

Attachment "B"
Salary Schedule for Nursing Homes Personnel FY 2004-05

Registered Nurses:

Top Hourly Rate	\$20.43	
80%	\$16.34	Start
85%	\$17.37	After 1040 hours
90%	\$18.39	After next 1040 hours
95%	\$19.40	After next 2080 hours
100%	\$20.43	After next 2080 hours

Licensed Practical Nurses:

Top Hourly Rate	\$13.96	
80%	\$11.17	Start
85%	\$11.87	After 1040 hours
90%	\$12.56	After next 1040 hours
95%	\$13.26	After next 2080 hours
100%	\$13.96	After next 2080 hours

Non-Certified Nurses Aides: Minimum Starting Wage \$7.83
 Upon Successful Completion of CNA Training \$8.35

Certified Nurses Aides:

Top Hourly Rate	\$10.44	
80%	\$ 8.35	Start
85%	\$ 8.87	After 1040 hours
90%	\$ 9.40	After next 1040 hours
95%	\$ 9.92	After next 2080 hours
100%	\$10.44	After next 2080 hours

The CNA step levels are separate from the wage schedule and are based on specified criteria
 Level I \$.25 Level II \$.25 Level III \$.25

Dietary Department - Cook:

Top Hourly Rate	\$10.10	
80%	\$ 8.08	Start
85%	\$ 8.59	After 1040 hours
90%	\$ 9.09	After next 1040 hours
95%	\$ 9.60	After next 2080 hours
100%	\$10.10	After next 2080 hours

Other Department Aides:

Top Hourly Rate	\$8.75	
80%	\$ 7.00	Start
85%	\$ 7.44	After 1040 hours
90%	\$ 7.88	After next 1040 hours
95%	\$ 8.31	After next 2080 hours
100%	\$ 8.75	After next 2080 hours

Salaries for new employees of these positions will be established by the Board of Commissioners upon the recommendation of the Administrator.

Department Supervisor Positions:

Office Manager	\$13.37
Maintenance	\$13.03
Maintenance/Housekeeping/Laundry	\$15.19
Dietary Supervisor	\$13.24
Housekeeping/Laundry	\$12.55
Activities Director	\$12.50
Social Services	\$14.37
Director of Nursing	\$54,000 Annual Salary

Nursing Home Administrator

\$64,896 Annual Salary

Attachment "B" Page 2

After reaching the Top Hourly Rate on the wage schedule an annual increase or cost of living allowance will affect all levels and positions.

The previous experience adjustment for those employees who qualify will be reviewed on an individual basis to determine their wage level. The maximum entry level will not exceed 95% of the Top Hourly Rate and will be based on a two years experience for one-year adjustment in the wage schedule. For experienced RN's, LPN's and CNA's started at 95%, the wage may go to 100% after probation period of 1040 hours. For an employee that starts above the 80% of the top salary based on experience adjustment, that employee may go to the next % increase after the probationary period.

The cost of living allowance for this year is 2.3%. This schedule reflects a larger increase than the cost of living allowance.